3 FAM 7530
POSITION CLASSIFICATION AND MANAGEMENT EVALUATION

(CT:PER-678; 06-22-2012)
(Office of Origin: HR/OE)

3 FAM 7531 GENERAL

(TL:PER-392; 12-30-2000)
(Uniform State/Agriculture/BBG/Commerce/USAID)
(Applies to Foreign Service Nationals Only)

Proper administration of the Interagency FSN Position Classification System is critical to managing an embassy's FSN work force effectively, and reinforcing the "rank-in-position" concept underlying the FSN Human Resources management system. It is a key component in compensating FSN employees in accordance with prevailing practice, and provides the basis for equitably compensating FSN employees. HR/OE, Department of State bureaus, and the participating agencies, will conduct periodic surveys of posts' administration of the FSN position classification system for the purposes of:

(1) Determining if post classifications are accurate and current;

(2) Evaluating the relative strengths and weaknesses of a post's administration of the FSN Position Classification System;

(3) Assisting post to improve its administration of the position classification system, position management and organizational design, classification and related human resources issues; and

(4) Obtaining post comments on the general effectiveness of the classification system, and on its policies, guidelines, standards and procedures, and related functions.

3 FAM 7532 THROUGH 7539 UNASSIGNED